

17180 - New submission from Early Years Strategy - Public Submissions

Question one. What aspirations should our nation have for Australia's youngest children?

They should be able to have the highest quality education in the world. They deserve to be seen as the people that they are. Not a child who can't understand anything. These are people with growing brains who are soaking up knowledge so much faster than any adult can.

My colleague Angela states.

We have systems, organisations and departments however you want to describe it. We have the best interest of children at it's heart and that means supporting children through through play to discover all the things they need to know about themselves and what their dreams and aspirations are and then we need to give them opportunities to develop the tools to realise their dreams and aspirations. That really means not teaching them what to think but challenging them with how to think.

This has been Expressed universally in away to encourage creative thinking married with a sense of ethic that supports healthy individual and healthy community whether you call that ethical or moral, but it is not necessarily one way of seeing the world but a way of seeing not only yourself but where you fit with everything else around you everyone else around you.

Our nations youngest children should be provided with every opportunity for safe, familiar places to learn, play and grow.

Question two. What policy priorities should be included in the strategy and why?

Higher pay for educators so that we can entice back the educators that have found stacking shelves and picking fruit a much better pay and conditions. They have been working for the love of the job but they can no longer afford to do so. However, that may change should they be offered at least a 25% pay rise within the sector. This will also help the sector that is currently haemorrhaging staff. We need to make all education free to the Early Years Sector. We currently Are in dire straits need of early childhood teachers. The smart thing would be to educate the educators who are already in the early childhood sector. Currently both the graduate diploma and masters of education are too expensive for the average educator are to be able to afford. Their current wages are not enough to be able to survive on and pay for their own education. With the way the economy is currently it is only going to get worse for educators.

It's going to take too long to wait for knew teachers and educators to not only finish there degrees or diplomas then work long enough to get the experience necessary then the sector. We need to have the already experienced educators skip folded in their learning. Wouldn't it make sense to make a good educators a teacher whilst they are still working on the floor?

Teachers in the Nordic countries are paid similar wages to lawyers and doctors. Their teachers are expected to be the very best because they a teaching the future of their countries. Have a child grows up with a great education they will become great people and make the country stronger.

Doesn't Australia deserve this.

From My colleague Angela, one perspective the government absolutely has to look at re attracting people with experience and skills back into the workforce as a way of helping relieve the workforce

stress at the moment simply training new people will not adequately meet the requirements for quality in the sector we have to look at getting some of that experience or retaining experience in the sector and then provide really high quality training for new people and I and I think we need to take a closer look at the performance of RTO and the reasons people are entering into contracts with those RTO's because I've even in my very limited experience heard some horror stories and made some observations that are less than ideal but the pictures I know in terms of funding you know if we are seen as an essential service and over the last few years multiple government departments and politicians have stated that that is the case I'm that was reflected in government decisions to ensure that we stayed open or lose money during covid despite the risks to our people if we're an essential service then we need to be funded and recognised as such.

Another of my colleagues (Maddy) states Policies surrounding prioritisation of children over profit in both for profit and not for profit (our company was 'not for profit' but they still chose new cars for office staff over having nappy rash cream)

Policies surrounding educator safety and burnout, as well as a decent pay rise to attract educators back to the sector.

Question 3. What areas do you think the Commonwealth could focus on to improve coordination and collaboration?

To begin with, please stop calling us child carers and our sector child care. Like yourselves we are professionals and deserve to be seen as professionals. Wording matters.

One thing that needs to be recognised as that we are dealing with a significant Workforce of people who are either working at their capacity or who are so caught up in their work life balance struggles that we don't have people in huge numbers to engage in those discussions that need to happen currently. The united Workers Union is doing an incredible job of trying to provide that voice for people but I think the government needs to do more to ensure that that Voice comes from the level of educators around the country and across a whole range of service providers not just listening to the people who own businesses in order to get a true look at people's opinions and voices with regards to how things actually are rather than people who have a focus on the profitability of the sector.

Maddy states,

'The commonwealth could do better by implementing a policy in which any management team/board of directors MUST have an on the floor advisor that they speak with at least once a week with no fear of retaliation.'

Thank you